

The University of British Columbia  
Department of Anesthesiology, Pharmacology & Therapeutics  
**DEPARTMENT PROCEDURES FOR APPOINTMENTS,  
REAPPOINTMENTS, PROMOTIONS AND TENURE**

APPROVED: August 28<sup>th</sup>, 2013

The following statement was approved at the August 28<sup>th</sup>, 2013 meeting of the full Department Standing Committee on Appointments, Reappointments, Promotions and Tenure (ARPT). The statement is intended, in part, to summarize portions of Section 5 "Procedures for Appointment, Reappointment, Tenure and Promotion" of the Conditions of Appointment; and, in part, to describe the consultation procedures referred to in paragraph 5.06(a) which have been agreed to by members of the Department and approved by the Dean. (In cases of ambiguity, the formal Agreement takes precedence.) The statement highlights very specific aspects of the procedures, and so should be read in the context of the overall Conditions of Appointment.

**Committee Composition**

Department Standing Committee. The Department Standing Committee is composed of all Assistant, Associate, and Full Professors as well as Instructors of the Department. The sub-set of the full committee that considers various cases is made up of eligible members as follows:

<u>Category</u>	<u>Rank of Candidate</u>	<u>Eligible Members</u>
Initial appointment	Instructor	All Inst, Asst, Assoc & Full
	Asst	All Asst, Assoc & Full
	Assoc	All Assoc & Full
	Full	All Full
Reappointment & promotion	Instructor	All Asst, Assoc & Full
	Asst	All Assoc & Full
	Assoc	All Full
Tenure	Instructor	Tenured Inst, Asst, Assoc & Full
	Asst	Tenured Asst, Assoc & Full
	Assoc	Tenured Assoc & Full
	Full	Tenured Full

Any members of the UBC Faculty ARPT Committee and the Senior Appointments Committee should not vote or participate in the deliberations of the Department committee. One member of the SPROT review team must be for present at the first Departmental Standing Committee meeting.

Sub-Committee. An ARPT sub-committee assists the Head in the preparation of the candidate's file and presents the case to the full committee. Members of this sub-committee are selected by the Head. [In the case of joint appointments, an *ad hoc* committee carries out the duties of the sub-committee. Each Department's representatives are nominated by the respective Heads.] As APT (The Department of Anesthesiology, Pharmacology & Therapeutics) has a relatively small number of faculty, a formal sub-committee is not required, however preparation of the candidate's file is done by a smaller subset of the full committee reflective of the primary work (anesthesia or pharmacology) of the candidate.

## **Procedures**

Meetings with Head. [Section 5.02] For reappointment, tenure, or periodic review for promotion, a first meeting of the candidate with the Head is held during May/ June of the year preceding that in which the case is considered, and a second meeting is held the following May/ June. These meetings are intended to identify potential difficulties and assist with concerns. The candidate may bring a colleague to the meetings, and the matters discussed should be recorded on the attached form (which may be extended if the content is substantive). Additional meetings may be requested by the candidate or head as required, with documentation of items discussed.

Supplementary Files. [Section 5.03] The Head will provide candidates with an opportunity to supplement their files prior to the meeting of the Department committee. This should be in the form of a statement in writing rather than an updated curriculum vitae (CV) and/or publication record. Whenever the CV and publication record are updated, the changes made should be identified in an attachment to the Head's letter to the Dean. Candidates are encouraged not to supplement their files further, unless any additional material provided is substantive.

Referees. [Section 5.05] The referees are selected in the prescribed manner by the Head in consultation with the committee. The committee gives its ongoing approval of this selection, without the need to examine the names of the referees. The Head writes to referees, and transmits the completed file to the committee.

Conduct of the Meeting. [Section 5.06] The Head chairs the meeting of the full committee but does not vote. The chair or Associate Head (or the Department representative of the ad hoc committee) presents the case to full committee. Members unable to attend may submit a written opinion to the Head prior to the meeting for oral transmittal to the committee. Of the relevant information to be considered by the committee [referred to in section 5.06(b)], only the candidate's CV and letters from the external referees will be distributed to all eligible committee members ahead of the meeting, while any additional relevant material, such as teaching materials submitted by the candidate, teaching evaluations and sample publications, will be available for review prior to the meeting by making such a request to the Department's Administrative Assistant. These will also be available for review at the meeting itself. Such additional material is not forwarded to the Dean. All material distributed ahead of the meeting should be returned to the Head at or before the meeting. Committee members present are expected to vote, and are discouraged from abstaining since abstentions are generally viewed as negative votes.

Reporting. [Section 5.07] The Head is required to prepare a report of the full committee for submission to the Dean as described in Section 5.07(b). In all cases, eligible committee members may review the Head's draft report by making such a request to the Department's Administrative Assistant, and may provide written comments on the draft report to the Head, before the Head submits the final report. Committee member's review and submission of comments will be limited to 3 business days from the day the report is ready for review, unless the Head announces another specified period. In cases where there is a negative recommendation or at least one vote against a positive recommendation, the draft report will also be circulated in confidence to the sub-committee, who will be invited to make written comments on it on behalf of the full committee, before the Head prepares the final report. In cases where there are no votes against a positive recommendation, and when the Head's recommendation is also positive, the committee report may be reasonably brief, since the Head's letter will contain a full statement of the case. In most cases (specifically Pharmacology cases), the Associate Head will co-sign

the final report. Since the committee's reports summarize most of its deliberations, minutes of committee meetings will not be published except for matters which do not relate to individual cases.

Serious Concerns. [Section 5.06(f)] In the case of serious concerns over a case, the committee should table further consideration of the case until the candidate has had the opportunity to respond to these. In such a case, the committee member required to prepare a summary of the referees' opinions will be the chair of the sub-committee (or the Department representative of the *ad hoc* committee). The Head is required to inform the candidate in writing of the concerns so as to enable the candidate to respond and to introduce further relevant evidence. The response from the candidate should also be in writing.

Reappointments. In the case of reappointment, the initial meeting of the committee will be held without referees' letters. If the committee considers that it may recommend denial because, in part, of a deficiency in scholarly work, then it should table further consideration of the case until referees' letters have been obtained.